

THE ADVOCATE

Ready to fight for another raise?

Wage Reopener Bargaining Input Sessions have begun!

As most SDEA members know, we just settled our contract last spring after a yearlong bargaining fight. Our settlement included the right to bargain for another raise for 2019-20—a “wage reopener.” We also won the right to reopen another article of our choosing.

The District might also reopen another article, but they can’t reopen benefits. Thanks to SDEA members’ hard work

last year, our fully paid family benefits are locked up all the way through this year and next year.

Right now 200 schools around the District are having Bargaining Input Sessions to decide what we want to fight for in Wages. We will also decide if we want to reopen only Wages, or also reopen either the Transfer or the Safety article of our contract. Wages is getting reopened no

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SDEA members at Dailard are ready to fight for a raise! Are you?

AR Spotlight: Meet SDHS SciTech AR Claudia Hardin

Q: How long have you been an AR?

A: This is my second year as AR for SciTech, SDHS.

Q: Why did you become active in SDEA?

A: Multiple grievances were filed over the past 4 years, and only a few teachers were willing to get involved. There was a lot of fear and anxiety, which I don’t respond well to, as I’m not easily intimidated. When our AR said she would not continue as our representative, I stepped in. There was a need, and I felt I could handle it.

Q: What do you love most about being an AR?

A: The ability to speak truth to power, without fear of

retaliation.

Q: What is the one thing you’ve done as AR that you are most proud of?

A: Getting every SciTech teacher to sign up as a member on the new form, (except one, whose reasons I must respect), as well as many from the other small schools at SDHS.

Q: How is a strong SDEA important to your work as an educator?

A: I understand the historical need for unions, which allows for a balance of power. Collective bargaining has improved wages and working conditions, and I hope in the future, we’ll wrestle back some of the decision-making process; not enough

decisions are made at the site level, where the actual needs of the students are known, but instead are being made at the district level, in a one-size-fits-all strategy. We need to be strong in order to fight for the true needs of our students.

Q: If you could tell a new educator one thing about public education or SDEA, what would it be?

A: These are very dangerous times for public education; those who would like to turn it into a for-profit-business have been emboldened. If we are not strong, we will end up with separate and unequal educations based on ability to pay; as well as losing some of the benefits we



cherish. Educators need to join together, even though they are tired and demoralized, in order to protect this most sacred of public institutions.



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Letters in Solidarity

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Union Academy builds power!

On Oct. 16, at the first annual SDEA Union Academy, over 150 member-leaders came together to gain valuable skills and strategies for building our union at every site. We heard inspirational organizing stories from Derek Harris and Barbara Madeloni, who told the stories of two campaigns in Arizona and Massachusetts where union members built power while taking on statewide forces and winning.

Member-leaders then transitioned to workshops where we strengthened our skills around advocacy and organizing. ARs discussed how to turn a site issue into a successful organizing campaign to build power. Member-leaders worked on having organizing conversations with members and non-members. Another workshop helped ARs learn how to build and organize Contract Action Teams (CATs).

We learned about the purpose and power contained in School Governance Teams. Finally, everyone in attendance received training for the upcoming Bargaining Input Sessions.

Overall, it was a great day where SDEA members and leaders were able to come together, share ideas, learn from each other. Many left feeling prepared to do the work of our union. Many shared that they felt like they were treated as true professionals, receiving valuable and timely information.

We are excited by what we accomplished that day and we are excited to see the work SDEA leaders will do in the coming months!

[Signature of Kisha Borden]

Kisha Borden
SDEA President

[Signature of Scott Mullin]

Scott Mullin
SDEA Vice President



REOPENER

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matter what as we fight for a raise in 2019-20!

This is an important moment for our union. For the first time, we are about to go into bargaining in a post-fair share world. What was fair share? Everyone has always been able to choose whether or not to be a union member. Under the law, non-members are entitled to the benefits and protections of the union contract. That's why up until this year, in fairness, non-members paid "fair share" fees to cover their cost of fighting for and enforcing the union contract.

That "fair share" principle was undone in a deeply anti-union Supreme Court ruling this past June. Now, non-members still receive the benefits and protections of the union contract, but no longer pay those "fair share" fees. In other states, this has

led to weaker unions and weaker contracts.

The good news is that SDEA members are staying strong. Since the Supreme Court decision in June, only twelve people have dropped SDEA membership. That's out of almost 7,000! If we want to continue to bargain and enforce strong contracts, we have to stay that way. Through our union, we are about to go to the bargaining table to fight for a raise. If 7,000 of us are part of that fight and part of our union, we will absolutely win.

YOU being a part of your school's Bargaining Input Session is a crucial step in making sure our Wage Reopener bargaining is 7,000 members strong. See your site Association Representative to find out when and where your Input Session will be!

Joining Forces to Fight Charter School Waste and Abuse

Last year, In the Public Interest (ITPI) released a report called “Spending Blind”, which found that a substantial portion of the more than \$2.5 billion in tax dollars or taxpayer subsidized financing spent on California charter school facilities in the past 15 years has been misspent on: schools that underperformed nearby traditional public schools; schools built in districts that already had enough classroom space; schools that were found to have discriminatory enrollment policies; and in the worst cases, schools that engaged in unethical or corrupt practices.

In the wake of this jaw-dropping report, ITPI has made a number of recommendations for ways the California School Finance Authority (CSFA) could make regulatory changes

to its practices, to make them more-common sense and better oversee the taxpayer funds they are entrusted with. The CSFA is a state agency, housed in the State Treasurer’s office, that administers a number of public financing programs (bonds, rent assistance and loans) for charter schools in the state.

SDEA, along with fellow educator unions United Teachers of Los Angeles, Oakland Education Association, Anaheim Secondary Teachers Association and United Teachers of Richmond, have organized recent delegations to CSFA to demand accountability and common sense regulation of tax dollars given to charter schools in our state. This is part of the work our union is doing as a founding member of California Alliance for Community Schools, which

is comprised of large CTA and AFT unions that are working together to fight for school funding, win Community Schools, demand charter school accountability, and to build strong local unions site by site and across California.

At our CSFA delegation on Oct. 10, SDEA joined forces with SDUSD and community allies Alliance San Diego and the Center on Policy Initiatives to make the case that charter schools are receiving CSFA funds that are needed elsewhere, and that many of these charter schools aren’t serving their students. Every dollar that schools like Thrive Charter and Old Town Academy receive from CSFA reduces funding that can go to other critical needs. Schools in San Diego need more nurses, counselors and Special Education staff.

The absence of accountability for charter schools is funding their growth without consideration of the impact on our schools, and has diverted funds that could be going toward those needs. Surveys of parents show that they want local control, high standards, and safe and well-resourced schools. Members of our delegation also called for an end to giving state dollars for facilities to charters that have rejected Prop. 39 offers from our District.

Together, as union members working in partnership with our parents and community, we can win meaningful accountability at the local and state level.

The “Spending Blind” report and information about the impact of charter schools on public schools can be found at www.inthepublicinterest.org.



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TIPS FOR MAINTAINING YOUR FINANCIAL HEALTH THIS HOLIDAY SEASON

The average American spends almost \$1,000 during the holidays. The key to avoid overspending is taking time to plan and budget. Follow these tips to keep financial stress at bay throughout the holiday shopping season:

- \$ **Make a list and check it twice.** Write down all of your proposed expenses for the season – including gifts, food and decorations – and assign a dollar amount to each.
- \$ **Get crafty.** Tap into your creative side and make homemade gifts.
- \$ **Be a bargain shopper.** Check online for deals, shop in bulk when you can and take advantage of any reward points you have.



For more healthy tips, visit VEBAonline.com



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*The benefits are offered by CTA to eligible members on approved disability claims under the CTA-endorsed Voluntary Disability Insurance plans with a disability date on or after 9/1/2018 who meet additional specific criteria. CTA provides these benefits at no extra cost, and The Standard acts only as the claims administrator of these benefits. Student Loan and Cancer Benefits are not provided under the Disability Insurance policy. For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policies may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY). Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 SI 20197-CTAvol (08/18)

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